## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Reclamation:BOR (and below)

For 2nd Quarter 2019 for period ending March 31, 2019

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	nta	2019Thru03-31						
	2014	2015	2016	2017	2018	2019111ru05-31						
Number of Complaints Filed	34	40	47	34	47	17						
Number of Complainants	32	39	42	31	46	17						
Repeat Filers	2	1	3	2	1	0						

Complaints by Dosis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious 1	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Race	8	8	11	9	14	4
Color	3	3	8	8	3	1
Religion	1	2	3	1	4	1
Reprisal	23	29	30	20	26	4
Sex	16	12	21	13	19	4
PDA	0	0	1	0	0	0

National Origin	4	6	5	3	5	3
Equal Pay Act	0	0	1	0	1	0
Age	21	17	24	15	15	10
Disability	13	23	25	18	8	1
Genetics	0	0	0	0	0	0
Non-EEO	1	0	1	3	6	1
			Com	parativ	ve Data	L
Complaints by Issue	Pre	evious	Fiscal \	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2014	2015	2016	2017	2018	2019Thru03- 31
Appointment/Hire	5	3	3	2	5	2
Assignment of Duties	4	3	7	2	8	2
Awards	0	0	0	1	1	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	2	0	1	0	1
Reprimand	4	2	4	2	0	0
Suspension	2	3	3	2	0	0
Removal	1	1	0	0	1	0
Other	0	0	0	0	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	5	8	8	2	1	1
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	16	23	27	17	21	8

Sexual	1	0	3	0	1	0
Medical Examination	0	2	0	0	0	0
Pay including overtime	0	0	2	1	0	0
Promotion/Non-Selection	9	2	9	8	7	1
Reassignment						
Denied	0	0	0	0	0	0
Directed	0	2	0	1	0	0
Reasonable Accommodation Disability	2	4	13	5	3	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	1	0	0	0
Sex-Stereotyping	0	0	0	0	1	0
Telework	0	0	1	1	1	0
Termination	4	3	6	2	1	1
Terms/Conditions of Employment	5	7	4	4	3	1
Time and Attendance	1	4	5	3	2	0
Training	0	1	3	2	1	0
Other						
User Defined - Other 1	0	0	0	0	0	2
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

					Com	pa	arative 1	Data	
<b>Processing Time</b>		]	Prev	ious ]	Fiscal `	Ye	ar Data	1	2019Thru03-
	201	4	20	15	2016		2017	2018	31
Complaints pending during	g fisca	ıl ye	ear						
Average number of days in investigation	221.	87	212	2.76	194.60		211.05	326.04	355.67
Average number of days in final action	205.	205.81		.75	53.18		58.22	154.50	140.00
Complaint pending during	fiscal	iscal year		nere h	earing	W	as reque	sted	
Average number of days in investigation	203.	25	205	5.30	192.67		211.07	341.08	0
Average number of days in final action	25.2	25.29 2		.50	25.00		22.50	60.00	0
Complaint pending during	fiscal	yea	ar wl	nere h	earing	W	as not re	quested	1
Average number of days in investigation	296.	33	229	0.90	198.75		211.75	306.50	331.50
Average number of days in final action	371.	00	56.	.38	67.36		101.75	173.40	178.00
					C	on	nparati	ve Data	1
Complaints Dismissed Agency	by		Pr	eviou	ıs Fisca	al	Year Da	ata	2019Thru03-
		20	14	2015	201	6	2017	2018	31
Total Complaints Dismisse by Agency	ed	(	C	4	3		8	3	3
Average days pending price dismissal	or to	(	0 18		73.6	7	96.5	126.33	535.67
Com	plain	ts V	Vith	draw	n by C	or	nplaina	nts	
Total Complaints Withdra' by Complainants	wn	0 3		3	2		0	3	3

					(	Comp	par	ative	<b>D</b> a	ıta		
<b>Total Final Agency Actions</b>		Pı	revi	ous	Fisc	cal Y	ear	· Dat	a		20197	Thru03-
Finding Discrimination	20	14	20	15	20	16	20	17	20	18	•	31
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Without Hearing	0	0	0	0	0	0	0	0	0	0	0	0
With Hearing	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination					(	Com	par	ative	e Da	ıta		
Rendered by Basis		P	rev	ious	Fis	cal Y	Zea:	r Da	ta		20197	Thru03-
Note: Complaints can be filed	20	014	20	015	20	016	20	017	20	018		31
alleging multiple bases.The sum of the bases may not equal total complaints and findings.	2014   2015   2016   2017   2018								#	%		
Total Number Findings	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
					(	Com	par	ative	e Da	ıta		
Findings of Discrimination		P	revi	ious	Fis	cal <b>Y</b>	Zea1	r Dat	ta		20197	Γhru03-
Rendered by Issue	20	)14	20	)15	20	)16	20	)17	20	)18		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action		-										
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1						1				1	1
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
								<u> </u>		<u> </u>	'	
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action								ı		ı		
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment			1		1		1	1		1	1	1
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
			1		1		1	I	1	I	1	l .

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment											•	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-
	2014	2015	2016	2017	2018	31
Total complaints from previous Fiscal Years	22	35	21	35	38	72
Total Complainants	22	32	20	31	35	68
Number complaints pending		-		-	-	
Investigation	0	0	0	5	4	39
ROI issued, pending Complainant's action	0	0	0	0	0	2
Hearing	20	33	21	29	33	40
Final Agency Action	3	1	0	3	4	8
Appeal with EEOC Office of Federal Operations	20	15	33	9	4	2
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2019Thru03-
	2014	2015	2016	2017	2018	31
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	2	14	11	36